

#2012-01  
MEMORANDUM OF UNDERSTANDING  
BETWEEN  
CONFIDENTIAL EMPLOYEES  
AND  
THREE RIVERS SCHOOL DISTRICT

This Memorandum of Understanding is entered into this 5<sup>th</sup> day of July, 2012, between the Confidential Employees and the Three Rivers School District. This Agreement shall not constitute any precedent between the parties.

The District and Confidential Employees acknowledge:

1. The Confidential Employees and the District are bargaining an MOU agreement from July 1, 2012 through June 30, 2013.
2. Part of the District's proposal is a freeze on step increments for the 2012-2013 school year.
3. Such increments are credited to confidential employees on July 1, 2012.
4. Meeting and Conferring will not conclude prior to June 30, 2012.
5. If the Confidential Employees and the District reach agreement on an MOU that includes a freeze on step increments after such increments have been credited, Confidential Employees would be required to pay back such increments to the district.
6. Such a payback could present a financial hardship to Confidential Employees, as well as accounting issues for the District.

**AGREEMENT:**

The Confidential Employees agree to freeze step increments for the 2012-2013 school year pending the outcome of meeting and conferring on a contract.

Should the Confidential Employees and the District negotiate a contract that does not include a freeze on step increments; the District will compensate those employees eligible for step increments for such increments retroactive to July 1, 2012.

The Confidential Employees acknowledges that the District will not be increasing the insurance cap on July 1, 2012, pending the outcome of the meeting and conferring on a contract.

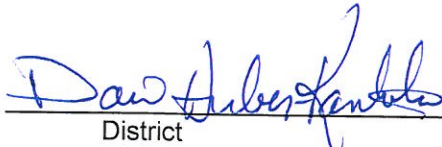
Both parties agree to reduce up to 10 days, but not more than any other employee group. Furlough days may be taken at the individual employee's discretion upon approval by the Superintendent or direct supervisor.

The Confidential Employees and the Superintendent will continue to meet and confer regarding all aspects of the agreement.

This Memorandum of Understanding shall become effective upon the signature of the parties and shall expire June 30, 2013.

Agreed to this 5<sup>th</sup> day of July, 2012.

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(Signatures Attached)  
Confidential Group

  
\_\_\_\_\_  
District

Confidential Employee Signature:

Kristen Andry

Amanda Bann

Mary Miller

Krista J. Cross

Marilyn Olson

Julie E. Pope

Lana Bergquist

Shelly Swick